

DBHDS Semiannual Report on Employment
Semi Annual Report (June 2020 Data)
10/4/2020

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Introduction:

The Department of Behavioral Health and Developmental Services (DBHDS or department) recognizes the importance of employment in the lives of individuals with and without disabilities. Both in policy and in practice, the department has undertaken efforts to support individuals with disabilities in having increased access to integrated community-based employment as the first and priority service option. In order to understand the impact of the Employment First Initiative in the Commonwealth, DBHDS has collaborated with the Department for Aging and Rehabilitative Services (DARS) for data gathering and analysis.

This is the eleventh semiannual employment data gathering effort. A portion of the data for this report was gathered from DARS through a data sharing agreement between DARS and DBHDS; all data for individuals with developmental disabilities receiving long term follow along services through Extended Employment Services (EES) and Long Term Employment Support Services (LTESS) funded through DARS. Additionally, DBHDS identified employment service organizations (ESOs) who had billed for employment related services through the Medicaid Waivers and requested that they complete a survey concerning the waiver recipients with the following primary data elements:

- Unique Identifier,
- Date of Birth,
- Employment Start Date,
- Type of Employment (Individual, Group, Sheltered),
- Current wage per hour,
- Typical hours worked per week, and
- The primary disability (intellectual disability or other developmental disability).

Through extensive efforts of the ESOs, DARS, and the data subcommittee of the Employment First Advisory Group data was returned from all providers. This represents a 100% return rate including waiver providers. The return rate has remained at 100% from the previous reporting period. This semi-annual reporting period fell during the height of the COVID-19 pandemic which has had an impact on the employment numbers.

Virginia has an active and engaged stakeholder group, the Employment First Advisory Group, which has set the following data target goals:

Target as of 6/30/2015: 25% of individuals with DD either on the waitlist or on the waivers ages 18 to 64 will be employed by June 30, 2020. Specifically this translates to:

- ❖ 25% of (18,621 the total number of individuals with DD ages 18 to 64 on the waivers or the waiver waitlist as of 6/30/20) would be employed by June 30, 2020, or a total of 4,655 individuals
- Supplemental Targets to be achieved:
 - ❖ 86% of DD Individuals with Case Management services will have discussed employment options at least annually

- ❖ 50% of DD Individuals with Case Management services will have an employment or employment-related goal in their individualized services plan.

Targets for Waiver Funded Supports for Individual & Group Supported Employment:

The chart below reflects the annual targets for Individual Supported Employment (ISE) as well as Group Supported Employment (GSE) under the waiver. This reporting period we added the actuals to make comparison easier.

Data Targets:

Fiscal Year	Total	Actual Total	ISE	Actual ISE	GSE	Actual GSE	% of total
2016	808	890	211	225	597	665	100%
2017	932	826	301	305	631	521	89%
2018	1297	972	566	422	731	550	75%
2019	1211	1078	661	555	550	523	89%
2020*	1486	715	936	480	550	235	48%
2021	1685		1135		550		

*In December we were at 84% of the target for FY 20 and on target to reach our goal, with the onset of COVID-19 in March and the declaration of a state of emergency in Virginia, there were many individuals who took leaves of absences, were furloughed or terminated as business closed or significantly reduced staffing due to the pandemic.

When the targets for individuals on the waiver were initially set in 2016, Virginia was in the beginning stages of assessing access to employment and the necessary supports to maintain employment. Since then, the Commonwealth has gained a much fuller understanding of the system, and there have been significant changes in the service environment and employment regulations at the federal level. The Employment First Advisory Group reviewed the data now available to the system and developed new targets (indicated in red above) based on that data and the broader system environment. The GSE targets were reduced, as we have seen increasingly fewer individuals access GSE. The ISE targets were adjusted based on the rate of growth observed over the past 2 fiscal years with additional growth predicted. We added an additional fiscal year to bring us closer to overall target for Supported Employment under the waiver to show the Commonwealth’s commitment to Employment First. Additionally, during the third quarter of FY19, the Department set expectations of the CSBs to increase the percentage of waiver recipients receiving employment. This has allowed DBHDS to gain some additional data regarding individuals who are employed and on the waiver but not receiving supported employment services.

This report reviews the data in relationship to all of these targets, as well as in relationship to the department’s desire for a cultural shift away from center-based, non-integrated services (both day support and sheltered workshops) to meaningful integrated employment services.

It should be noted that this data is point-in-time data as of 6/30/2020 and is meant to give a semiannual snapshot of the Commonwealth’s employment efforts and the substantiating data. This particular snapshot is impacted by the effects of COVID-19 which resulted in provider implementing strategies to ensure health and safety of the individuals they support which has understandably had an adverse impact on the numbers of individuals actively working.

This report summarizes data according to Developmental Services Regions (DD Regions), which no longer align with state DBHDS Regions. The Community Services Boards in red italics shifted developmental disability regions from the formerly uniform mental health and developmental services regions.

DD Western Region

(Charts labeled West)

Harrisonburg- Rockingham

Horizon

Alleghany Highlands

Region 10

Rockbridge Area

Valley

DD Northern Region

(Charts labeled North)

Alexandria

Arlington Co.

Fairfax-Falls Church

Loudoun

Prince William Co

Rappahannock Area

Rappahannock-Rapidan

Northwestern

DD Southwest Region

(Charts labeled SW)

Mt. Rogers

Blue Ridge

Cumberland Mountain

Danville - Pittsylvania

Dickinson County

Goochland- Powhatan

Highlands

Planning District 1

New River Valley

Piedmont

DD Central Region

(Charts Labeled Central)

Chesterfield

Crossroads

District 19

Hanover

Henrico Area

Richmond BHA

Southside

DD Eastern Region

(Charts Labeled East)

Chesapeake

Colonial BH

Eastern Shore

Hampton- Newport News

Middle Peninsula- Northern Neck

Norfolk CSB

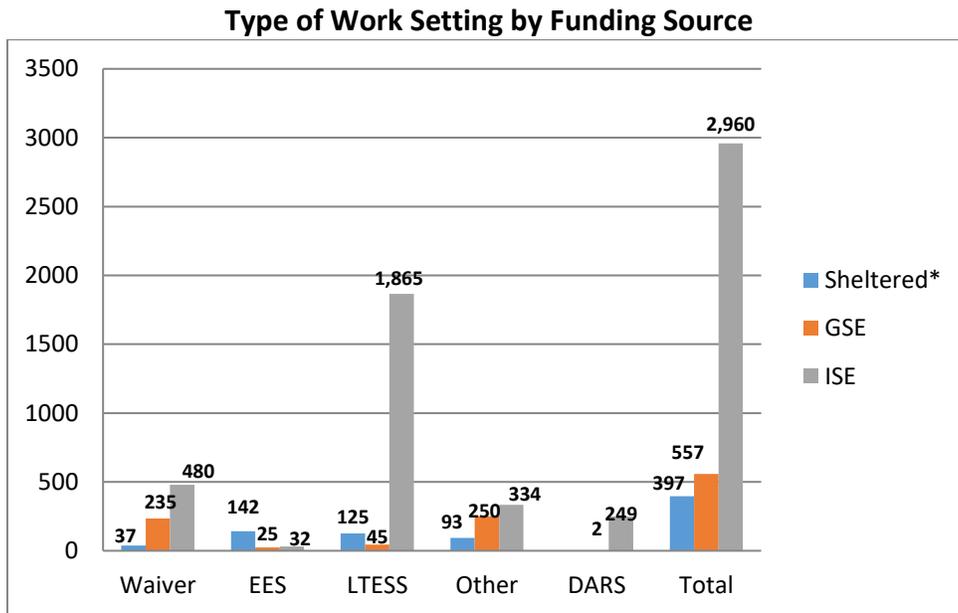
Portsmouth

Virginia Beach

Western Tidewater

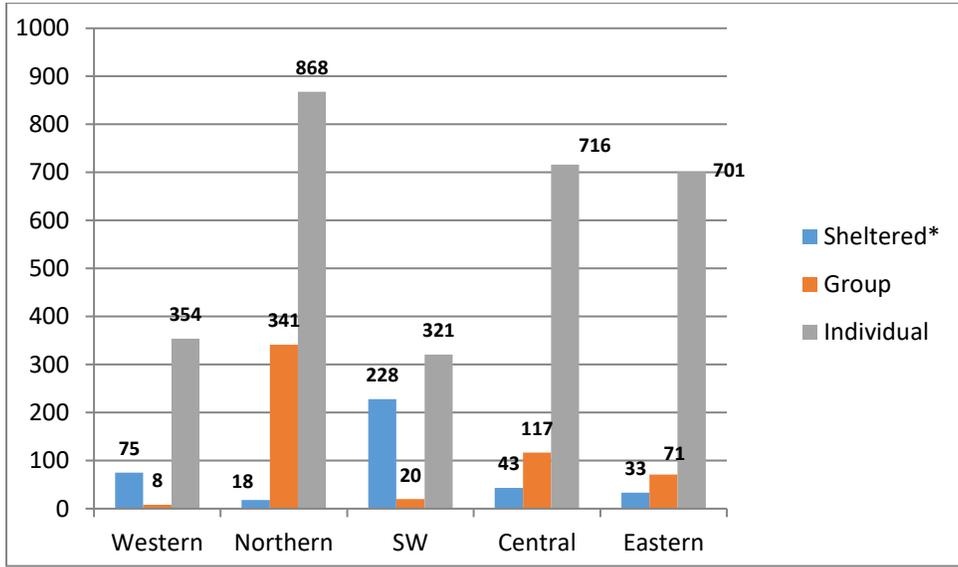
Statewide Data Analysis

The data below indicates that 2960 (228 less than last reporting period) are in ISE services and 557 (485 less than last reporting period) are in GSE services. Additionally, 397 people (289 less than last reporting period) are receiving services in sheltered workshops. Individuals in sheltered workshops are not counted toward employment targets. Although the Commonwealth is prioritizing integrated employment over sheltered employment, data regarding individuals in sheltered workshops continues to be captured and monitored.* It should be noted that the significant reduction in numbers of people employed is related to the COVID-19 pandemic. Group and Sheltered are more hardly hit because of the nature of the delivery of the services.



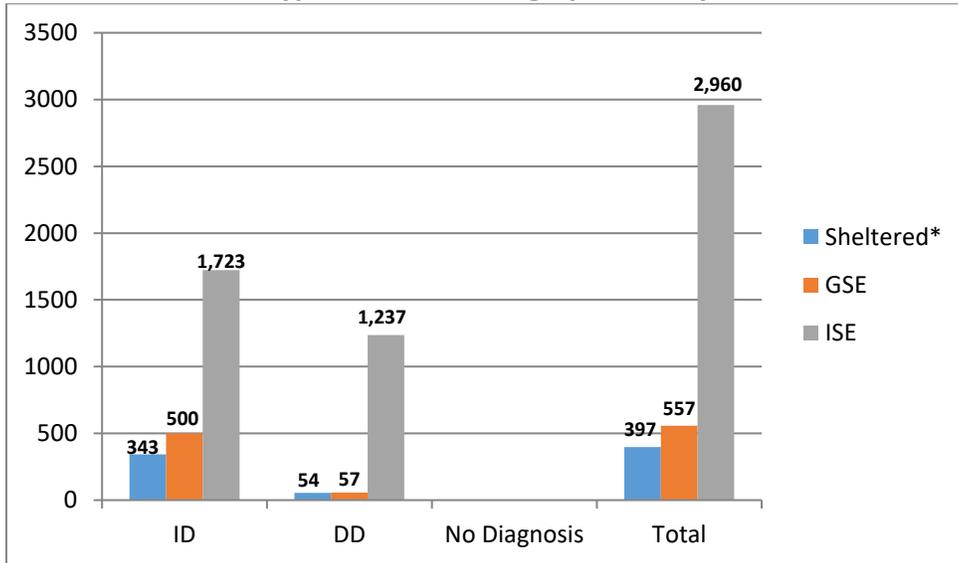
A total of 3,517 people are employed with supports from ISE and GSE, which is a combined decrease of 713 people from the previous data reported. It also indicates that of the total number of individuals 18-64 on the waivers and the waiver waitlists, 19% of people with DD are employed.

Type of Work Setting by Developmental Services DD Regions



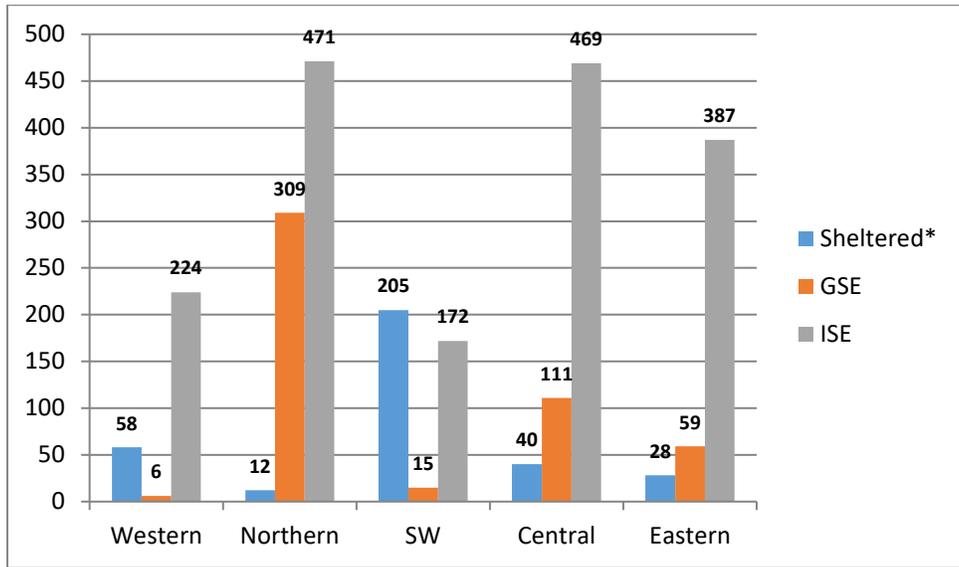
The graph above indicates variations in work settings throughout the five Developmental Disability Regions are starting to dissipate with the majority of people in all regions accessing individual supported employment.

Type of Work Setting by Disability

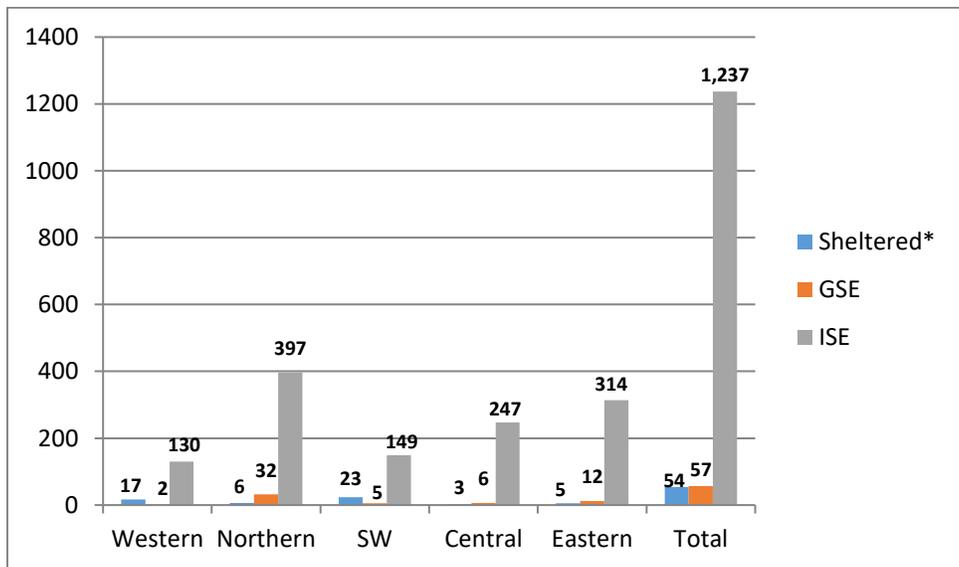


The data in the graph above compares employment settings by disability.

Type of Work Setting by Region for Individuals with Intellectual Disability

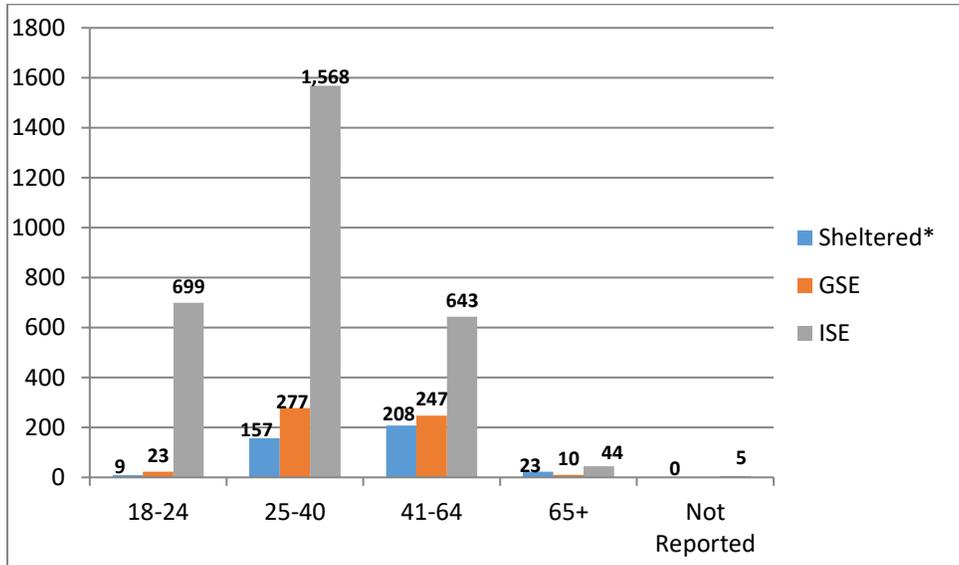


Type of Work Setting by Region for Individuals with Developmental Disability



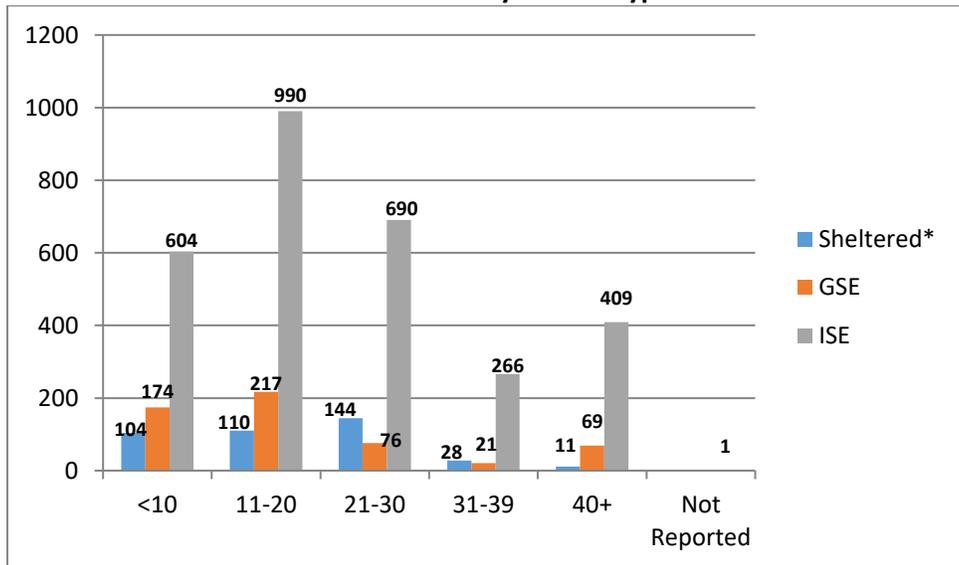
The data was further broken down by DD regions and disability type to see if any additional patterns emerged. ISE for individuals with DD (developmental disabilities other than an intellectual disability) appears to be more prevalent in relationship to other employment models.

Age by Service Type



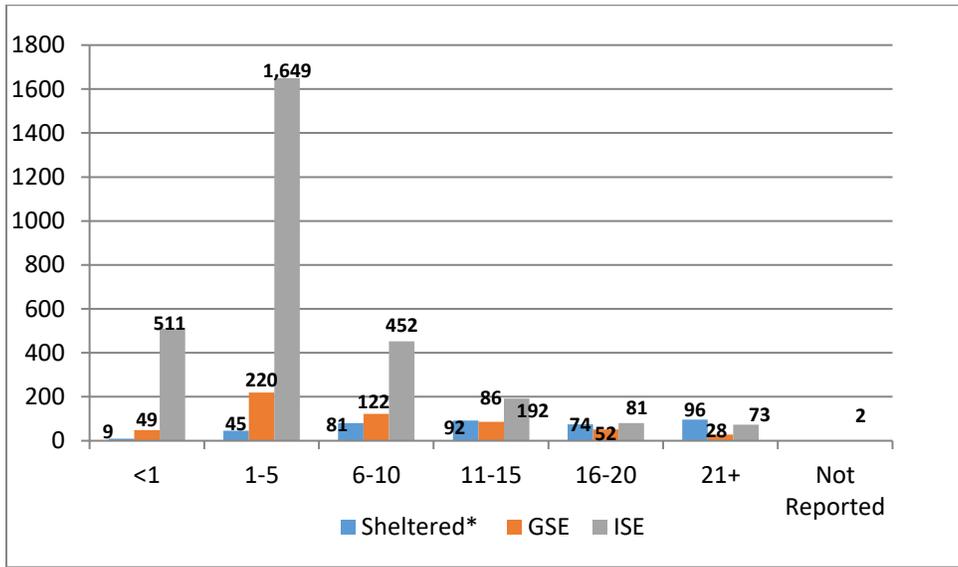
The data above shows the type of employment services individuals receive by age. This graph was added so that the Employment First Advisory Group could monitor transition age youth and employment choices they are making with the initiation of the Workforce Innovation and Opportunity Act.

Hours worked by Service Type



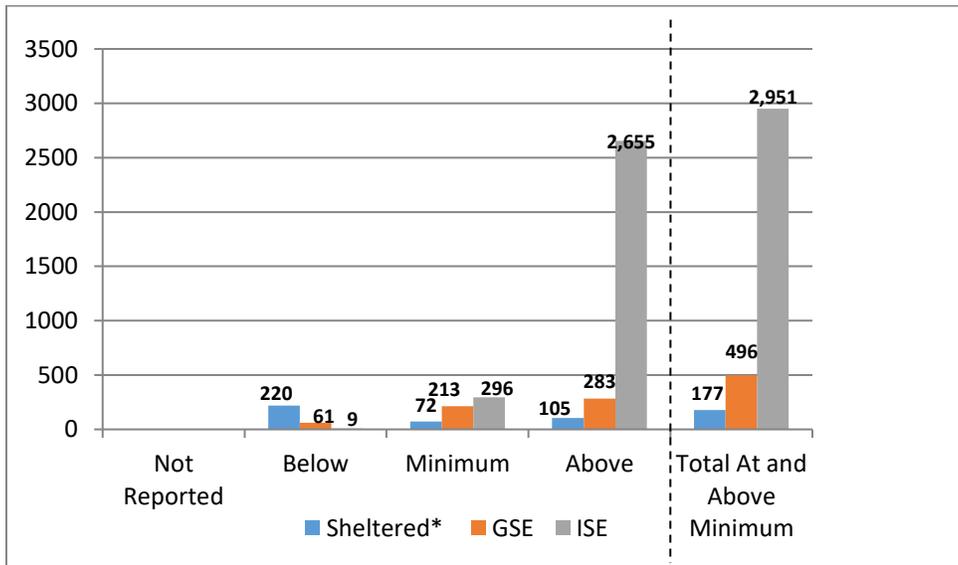
The above data details hours worked per week by service type.

Length of Time Employed



The data for length of time in years employed in current position has been broken down to better understand the number of years a person is employed and to see where individuals are currently choosing to gain employment.

Wages



Additional detail around wages was also added to gain better understanding of the number of individuals who are earning at or above minimum wage and the number of people earning below minimum wage. Currently there are 70 (2%) people employed who are earning below minimum wage while there are 3447 (98%) who are earning at or above minimum wage. This data is slightly skewed due to the pandemic and less people participating in group supported employment.

Statewide Distribution of Wages

ID/DD	Lowest hourly wage	Highest hourly wage
Sheltered*	\$0.06	\$19.26
GSE	\$0.32	\$24.09
ISE	\$5.25 (+tips)	\$60.00

Tracking Employment First Conversations:

DBHDS has worked to develop new measures as part of the CSB performance contract, which specifically collects data on:

1. discussing employment with individuals receiving case management services, and
2. developing individual employment related and/or readiness goals.

The results of the data collection are presented below for the first half of the fiscal year of FY2020 (7/1/19-6/30/2020).

Report #1 ISP Reviews Jul 1, 2019 – June 30, 2020	Active Waiver	F2F ISP	% with F2F ISP	Employ Discussion	% Employ Discussion	Employ Outcomes Present	% Outcomes
Chesterfield	989	560	63%	532	95%	193	34%
Crossroads	198	178	93%	167	94%	50	28%
District 19	308	204	72%	167	82%	40	20%
Goochland-Powhatan	67	55	85%	55	100%	18	33%
Hanover	184	127	68%	123	97%	43	34%
Henrico Area	542	445	81%	434	98%	172	39%
Richmond	434	395	90%	388	98%	149	38%
Southside	193	169	88%	169	100%	49	29%
Central region	2,915	2,133	77%	2,035	95%	714	33%
Chesapeake	304	206	69%	206	100%	55	27%
Colonial	165	146	90%	145	99%	33	23%

Eastern Shore	112	71	70%	70	99%	12	17%
Hampton-Newport News	560	456	81%	407	89%	117	26%
Middle Peninsula-Northern Neck	248	189	77%	172	91%	37	20%
Norfolk	488	415	87%	393	95%	104	25%
Portsmouth	228	154	71%	117	76%	32	21%
Virginia Beach	734	516	70%	511	99%	140	27%
Western Tidewater	269	240	91%	193	80%	63	26%
Eastern region	3,108	2,393	78%	2,214	93%	593	25%
Alexandria	98	74	83%	73	99%	44	59%
Arlington	166	141	88%	120	85%	47	33%
Fairfax-Falls Church	1,149	880	78%	861	98%	251	29%
Loudoun County	262	215	80%	212	99%	97	45%
Northwestern	405	260	73%	256	98%	94	36%
Prince William	508	318	64%	318	100%	90	28%
Rappahannock Area	552	364	64%	313	86%	150	41%
Rappahannock-Rapidan	266	222	84%	201	91%	93	42%
Northern region	3,406	2,470	75%	2,350	95%	865	35%
Blue Ridge	439	294	66%	286	97%	64	22%
Cumberland Mountain	162	142	92%	141	99%	66	46%
Danville-Pittsylvania	341	253	76%	136	54%	41	16%
Dickenson	21	17	81%	4	24%	-	0%
Highlands	132	61	47%	61	100%	18	30%
Mount Rogers	314	188	60%	183	97%	30	16%
New River Valley	240	220	87%	219	100%	71	32%

Piedmont	281	237	86%	229	97%	38	16%
Planning District I	160	131	82%	104	79%	9	7%
Southwestern region	2,090	1,543	75%	1,363	88%	337	22%
Alleghany-Highlands	53	39	70%	39	100%	18	46%
Harrisonburg-Rockingham	200	131	66%	130	99%	60	46%
Horizon	606	513	84%	509	99%	188	37%
Region Ten	351	307	88%	299	97%	82	27%
Rockbridge Area	59	41	65%	40	98%	14	34%
Valley	274	237	84%	236	100%	66	28%
Western region	1,543	1,268	81%	1,253	99%	428	34%
Statewide	13,070	9,805	77%	9,215	94%	2,937	30%

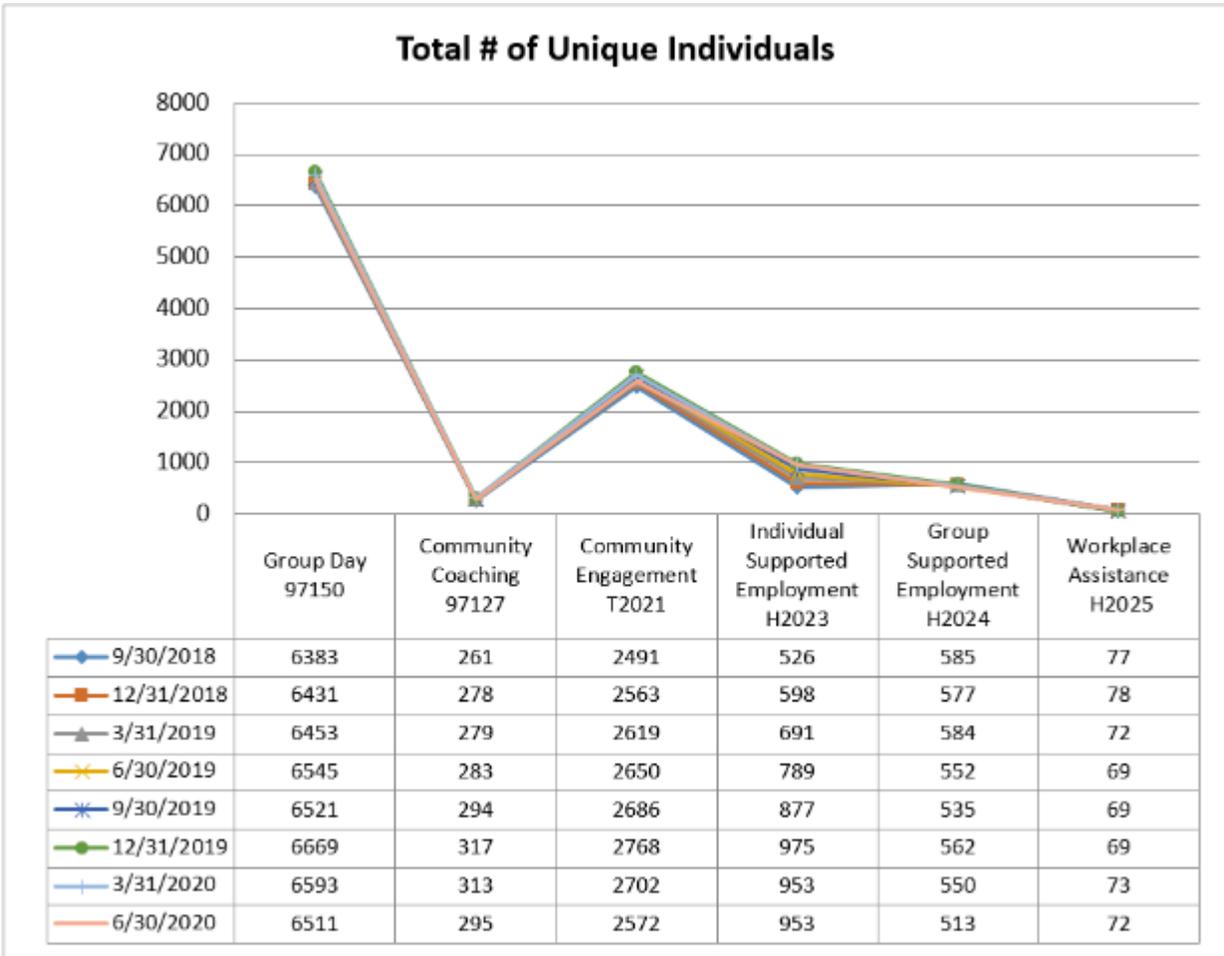
There were a total of 9,805 adults (age 18-64) whose case managers conducted annual ISP meetings or updates during this fiscal year. Of these 9,805 individuals, a total of 9,215 individuals had their case managers discuss integrated, community-based employment with them during their annual ISP meetings. This results in a statewide average of 94% of individuals having a discussion of integrated employment when their ISP was reviewed. This is consistent with the previous reporting period.

A total of 2,937 of the 9,215 individuals have employment or employment-related goals in their ISP. This results in a statewide average of 30% of individuals who had an annual ISP review in this reporting period who have an employment or an employment-related goal in their ISP. This is a 2% increase from the previous reporting period.

Billing and Service Authorization Data:

DBHDS and the Employment First Advisory Group had been monitoring the utilization of employment services by waiver recipients using billing data from DMAS. This data was primarily presented as a means to capture individuals utilizing the waiver to access pre-vocational services. Since pre-vocational services are no longer a service option under the waivers, this data has been eliminated.

Below is a table from the new waiver management system that indicates service authorization numbers for GSE and ISE.



Summary:

The eleventh semiannual data reporting period had a 100% response rate from providers. DBHDS is grateful to the Employment Service Organizations, DARS, and the Employment First Advisory Group Data Subcommittee for the work that they completed to make this report possible.

Additionally, the data subcommittee has been working on trending the data received over the periods of 100% ESO participation. We hope to finalize that this fiscal year.

Recommendations:

DBHDS will be reviewing this data report with the newly reconstituted Employment First Advisory Group and the new Data Subcommittee and determine recommendations as well as gather recommendations from presentations to the RQC. Once these are received this section of the report will be updated.